

Leadership Survey Debriefing

Commitment to training for all and ensure there's continued learning

- Make a commitment to training at all levels
- Include residents
- Keep the education continual since the language is ever-changing
- Educate and follow through
- Make sure *all* staff know this is important
- Continue this conversation into the future
- Encourage interaction for all

Leadership Guidance

- Seek to agree on goals
- Create a diversity committee
- Create a “go to” group for problem solving and support
- Adapt to change
- Learn as much as you can
- Ask many questions
- Stay positive!
- Lead by example
- Be open to changes
- Listen to understand

Training Considerations

- Understand what is acceptable to discuss
- Include input from LGBTQ+ members in our community
- Identify proper use of pronouns

Staying the Course

- Continue to keep this a high priority
- Don't give up
- Don't leave any unaddressed issues
- Stay vigilant on the topic